



HUMAN RIGHTS POLICY

GPA LOGISTKA Human Rights Policy is focus on:

Employees

Respecting the human rights of our employees,

We do not tolerate any kind of discrimination or harassment on the basis of race, age, national or social origin, ethnicity, religion, disability, sexual orientation, political opinion or any other status protected by applicable law.

The basis for recruitment, hiring, placement, development, training, compensation and advancement at the company is qualifications, performance and experience.

Suppliers and Partners

Evaluating and selecting partners, taking into consideration GPA LOGISTKA Human Rights Policy, and to monitor their performance where appropriate.

Increasing understanding among our suppliers through engagement and collaboration where necessary. To ensure as far as possible the absence of child, forced labour in the supply chain

Freedom of association

Employees, without distinction, have the right to join or form a union of their own choosing and to bargain collectively without fear of reprisal, intimidation or harassment. We are committed to establishing a constructive dialogue with the freely chosen representatives of any company labour union

Health and safety

Upholding the right to health and safety for our employees and those of our suppliers, at a minimum according to applicable legal workplace safety and industrial hygiene standards, and for communities, including environmental, climate and security impacts relating to human rights.

Work hours and wages

Upholding the right to health and safety for our employees and those of our suppliers, at a minimum according to applicable legal workplace safety and industrial hygiene standards, and for communities, including environmental, climate and security impacts relating to human rights.

GPA LOGISTIKA approach to human rights management:

Respecting human rights is part of the GPA LOGISTIKA Code of Conduct, with which we expect all of our employees and suppliers to comply.

Training on the Code of Conduct is provided to all employees and our suppliers via our website www.mgpalog.com

We have set minimum requirements relating to human rights for our suppliers.. We expect our suppliers to comply with and promote the same principles in their own supply chain.

We encourage, and will not retaliate against, individuals who in good faith raise concerns regarding GPA LOGISTIKA with respect to human rights.

This document will be reviewed by the GPA LOGISTIKA responsible person periodically, including as needed to address any significant changes in our human rights impact, at least once a year.